**Extra No. 1**

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# The Gujarat Government Gazette

## EXTRAORDINARY

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Separate paging is given to this part in order that it may be filed as a Separate Compilation.

## PART V

### Bills introduced in the Gujarat Legislative Assembly

(To be translated into Gujarati and the translation to be published in the *Gujarat Government Gazette*. The date of publication to be reported.)

The following Bill is published with the consent of the Speaker given under the proviso to rule 127A of the Gujarat Legislative Assembly Rules:-

**GUJARAT SHOPS AND ESTABLISHMENTS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) (AMENDMENT) BILL, 2026.**

**GUJARAT BILL NO. 1 OF 2026.**

***A BILL***

*further to amend the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019.*

It is hereby enacted in the Seventy-seventh Year of the Republic of India as follows:-

**Short title and commencement.**

**1.** (1) This Act may be called the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2026.

(2) It shall be deemed to have come into force on the 16th December, 2025.

**Amendment of section 1 of Guj. 4 of 2019.**

**2.** In the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019 (hereinafter referred to as "the principal Act"), in section 1, in sub-section (3), for the word "ten", occurring at two places, the word "twenty" shall be substituted. **Guj. 4 of 2019.**

**Amendment of section 7 of Guj. 4 of 2019.**

**3.** In the principal Act, in section 7,-

(i) for the word "ten", wherever it occurs, the word "twenty" shall be substituted;

(ii) in the marginal note, for the word "ten", the word "twenty" shall be substituted.

**Amendment of section 12 of Guj. 4 of 2019.**

**4.** In the principal Act, in section 12, for the words "nine hours" and "five hours", the words "ten hours" and "six hours", respectively, shall be substituted.

**Amendment of section 13 of Gui. 4 of 2019.**

**5.** In the principal Act, in section 13, -

(i) in sub-section (2), for the existing proviso, the following proviso shall be substituted, namely: -

"Provided that a woman worker with her consent, shall be allowed to work during 9:00 p.m to 6:00 a.m in any shop or establishment in which rest room, night creche, ladies toilet, adequate protection of their dignity, honor and safety, protection from sexual harassment and their transportation from the establishment to the doorstep of their residence exists in such shop or establishment, are provided by the employer.";

(ii) after sub-section (2), the following sub-section shall be added, namely:-

"(3) Notwithstanding anything contained in the preceding sub-sections, the State Government may, by notification in the *Official Gazette*, in the public interest, prohibit or regulate the employment of women workers. after 9:00 p.m and before 6:00 a.m. in such shops or establishments in such area or areas as it may deem fit.

**Amendment of section 15 of Guj. 4 of 2019.**

**6.** In the principal Act, in section 15, -

(i) for the words "nine hours", the words "ten hours" shall be substituted;

(ii) for the words "one hundred and twenty-five hours", the words "one hundred and forty-four hours" shall be substituted.

**Repeal and Saving.**

**7.** (1) The Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Ordinance, 2025 is hereby repealed. **Guj. Ord. 3 of 2025.**

(2) Notwithstanding such repeal, anything done or any action taken under the principal Act as amended by the said Ordinance, shall be deemed to have been done or taken under the principal Act, as amended by this Act.

## STATEMENT OF OBJECTS AND REASONS

The Gujarat State has enacted the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019 with the intention for improving the working conditions of workers, creating many more job opportunities for women and providing favourable environment for doing business. It also provides for freedom to operate 365 days in a year and opening/closing time of establishment, women to be permitted to work during night shifts with adequate safety and security provisions, online registration through a simplified procedure, powers of Government to make rules regarding adequate measures to be taken by the employer for the safety and health of workers, etc.

The State Government considers it necessary to amend the said Act so as to increase the applicable threshold of the Act to establishments employing twenty or more workers.

It is also considered necessary to enable the employment of woman workers on overtime work, providing for equality and equal opportunity to work and earn, and also to enable employment of woman round the clock subject to the conditions that the rest room, night crèche, ladies toilet, adequate protection of their dignity, honor and safety, protection from sexual harassment and their transportation from the establishment to the doorstep of their residence exists in such shop or establishment shall be provided by the employer.

Also, the State Government considers it necessary to allow the worker to work overtime, for the total number of hours of overtime work in any quarter which shall not exceed one hundred and forty-four hours.

As the Legislative Assembly of the State of Gujarat was not in session, the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Ordinance, 2025 was promulgated to achieve the aforesaid objects. The Bill seeks to replace the said Ordinance by an Act of the State Legislature.

**KUNVARJIBHAI BAVALIYA,**

**MEMORANDUM REGARDING DELEGATED LEGISLATION**

This Bill involves the delegation of legislative powers in the following respects: -

***Clause 5.-*** New sub-section (3) of section 13 proposed to be inserted by this clause empowers the State Government to prohibit or regulate the employment of women workers, by notification in the *Official Gazette*, after 9:00 p.m and before 6:00 a.m. in such shops or establishments in such area or areas as specified therein, as it may deem fit.

The delegation of legislative power, as aforesaid, is necessary and is of normal character.

**Dated the 11th February, 2026.** **KUNVARJIBHAI BAVALIYA.**

By order and in the name of the Governor of Gujarat,

**K. M. LALA,**

Secretary to the Government of Gujarat,
Legislative and Parliamentary Affairs Department.

Gandhinagar,
Dated the 11th February, 2026.

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Government Central Press, Gandhinagar.

Signature Not Verified
Signed by : BHOLUSINGH G THAKUR
Senior Manager
Government Central Press,
Gandhinagar
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